



How to Adopt a Growth Mindset to Support Your Career Development



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Your Host Today...



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>25 years of experience developing leaders in the Private Sector and now consulting with the UN System

- Speaker and Author on Talent Development
- Professional Career Coach and Counsellor

“[Career Conversations] provoke reflection insight, ideas and action. They keep the focus on the employee while helping them see things differently. And they encourage them to take ownership of their own development. They help them recognize possibilities.”

Antoinette Oglethorpe in “It’s Good to Talk - A Practical Guide to Have Career Conversations in the Workplace.”



What we're going to cover



What is a growth mindset?



Why is a growth mindset important for career development?



How you can develop a growth mindset



What is a growth mindset?



Question

If you had to describe a growth mindset to another person, what would you say?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX



The challenge

'I'm not a leader'

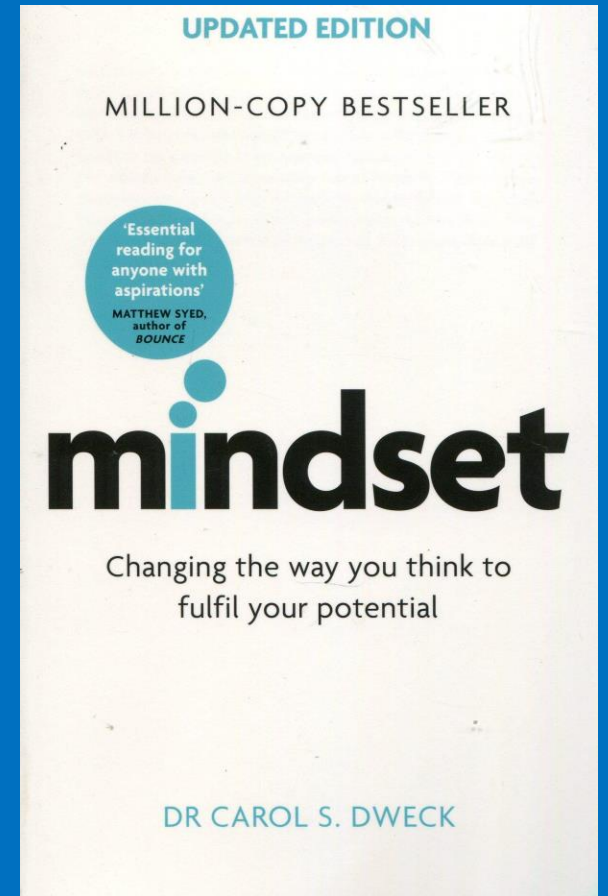
'I'm not very creative'

'Spreadsheets are not my strong suit'

'They haven't got what it takes'

Mindset is the view that you adopt for yourself that determines the way you live your life, see the world and make decisions.

It's the way your perceptions or your beliefs about your abilities and qualities shape the way you operate.



Dr. Carol S. Dweck

Think about some of your qualities

Are you creative?

Do you have musical abilities?

Are you intelligent?

Are you wise?

Fixed Mindset

Believe they were born with a set level of talent and intelligence

No interest in learning

Don't believe they can improve so don't try

Avoid challenges

Ignore feedback



Growth Mindset

Believe they can develop their abilities so invest in learning

More likely to seek opportunities and challenges

See failure as an opportunity to grow

Seek input from others

Use feedback and mistakes opportunities to improve



Smart vs Smarter



Fixed Mindset

- Wants to prove they are smart
- Promotes and protects an image of competence at all costs



Growth Mindset

- Wants to get even smarter
- Happy to pursue additional learning and upgrade skills

Results vs Process



Fixed Mindset

- See results as saying something fundamental about them
- Focus on results



Growth Mindset

- Results are a checkpoint along the way
- Focus on analysing the results – what worked, what didn't, what can they improve

Fixed vs Development



Fixed Mindset

- See themselves as a fixed entity with some things they can and some things they can't do
- Avoid situations they don't see themselves as good at



Growth Mindset

- Believe in their innate ability to learn and develop
- Approach experiences focusing on what they can learn and develop

Threat vs Opportunity



Fixed Mindset

- React to the challenge as a potential threat



Growth Mindset

- Welcome the challenge as an opportunity to stretch and grow

Fatalism vs Responsibility



Fixed Mindset

- Results are based on their circumstances and hard wiring



Growth Mindset

- See themselves as responsible for results



Why is a growth mindset important for career development?



Question

What examples of growth mindset and fixed mindset have you seen?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX



People with different mindsets respond differently

Fixed Mindset

- More likely to resist career conversations
- May say they're happy and don't want to progress
- Stick to doing the job they know

Growth Mindset

- More likely to engage in career conversations
- Search out opportunities
- Try new challenges and responsibilities



A growth mindset helps
you embrace challenges

A man in a field watering plants with a watering can. The image is overlaid with a blue tint. The man is shirtless and wearing a light-colored wrap around his waist. He is bent over, pouring water from a watering can onto a small plant. The background shows a field of similar plants under a clear sky.

A growth mindset helps
you see failure as a
learning opportunity



A growth mindset fosters a
desire to learn



How you can develop a growth mindset



Question

What ideas do you have about how you might develop a growth mindset?

PLEASE TYPE YOUR ANSWERS
INTO THE CHAT BOX



Idea 1: Embrace Challenges



Idea 2:
Be persistent



Idea 3:
Adopt a
positive
attitude



Idea 4:
Practice self-
reflection





Activity

Choose one skill you would like to develop and design a plan for developing it. This might involve setting specific goals, identifying resources (e.g. books, courses, mentors) to help you learn, and creating a timeline for your development.

What challenges or obstacles do you anticipate? How might you overcome them?

Idea 5:
Seek out
feedback



Idea 6: Celebrate success



Idea 7:
Use success
folders



Idea 8:
Change your
language



Shifts in language

Fixed Mindset

- It's as good as it's going to get
- This is just too difficult
- I made another mistake
- This will get us the results we need
- I'm not good at this

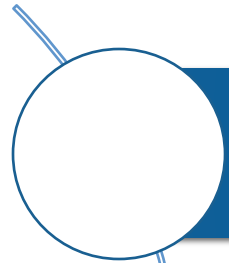
Growth Mindset

- There's room to improve with the right approach
- Time to try some new strategies and approaches
- Just another chance to learn
- I can do more towards this goal
- I'm not good at this yet

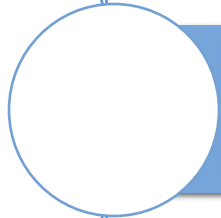
Idea 9:
Say 'yet' more
often



Say 'yet' more often



I can't use Excel



I don't have the confidence to stand up in front of a large audience



I don't understand technology



Empowered lives.
Resilient nations.



Reflection

What has been useful about what we've covered so far?

What insights have you gained?

Please type any comments or questions into the chat box



What remaining questions do you have?

Thank You!



*Empowered lives.
Resilient nations.*

For any further questions, reach out to us on:

E-mail: career.development@undp.org

Yammer: Career Development & Experience

Or visit our intranet page on:

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